American Association of Colleges of Nursing

1993-1994

Salaries of Deans

in Baccalaureate and Graduate Programs in Nursing

INSTITUTIONAL DATA SYSTEMS

1993-1994

SALARIES OF DEANS

IN

Baccalaureate and Graduate Programs in Nursing

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BACKGROUND

The mission of the American Association of Colleges of Nursing (AACN) is to foster quality preparation of nurse clinicians, scientists, educators, administrators, consultants, and policy makers for leadership in nursing. The Data Bank Project, begun in 1978, was established to develop a database supportive of policy research and decision making by member institutions and the Association. This project formed the foundation for the Institutional Data Systems (IDS), which gathers and publishes data annually on enrollment, graduations, and faculty and deans' salaries with related information. Data on administrative nursing faculty salaries were collected and published annually until 1984 when the decision was made to gather data for publication biennially. This is the 16th annual report on deans' salaries.

METHODOLOGY

Survey Questionnaire

The deans' survey instrument was designed to gather information on salaries and related information such as title, rank, degree level, tenure status, gender, and race/ethnicity. The term "dean" is used throughout this report to refer to the chief executive officer of a school of nursing. It also encompasses those individuals with institutionally determined titles such as director, chair, head, and coordinator.

Survey forms were mailed to 637 (member = 447, nonmember = 190) baccalaureate and higher degree programs in nursing on September 3, 1993. Telephone calls were made to the institutions that did not respond by the October 25 deadline.

Quality of Data

The data presented in IDS reports are based on actual counts and estimation procedures are not used. Therefore, rigorous data cleaning procedures were followed before data sets were analyzed.

Each questionnaire was edited twice for completeness when it was received. Telephone calls were made to respondents in order to obtain missing information. All data forms were scanned directly into ASCII files by an optical mark reader. Frequency distributions were obtained on all variables and inspected for outliers. In addition, multiple internal consistency checks were conducted, and key variables were compared to 1992 data in order to detect discrepancies and misclassifications. Telephone calls were made to the institutions in order resolve inconsistencies and discrepancies in the data. However, if the problems could not be resolved to the research director's satisfaction, these data were excluded from the analysis. All data were kept in locked file cabinets in the data coordinator's office. Paradox 3.5 was used to manage the data and SPSS/PC+ V5.0.1 was used to analyze the data.

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Conversion of Salaries

All deans' salaries were converted to a calendar year basis (11-12 months). Salaries reported on an academic year basis (9-10 months) were multiplied by eleven-ninths (11/9). This conversion allows the salaries of all deans to appear in all tables.

Response Rates

Five hundred deans' surveys (402 member and 98 nonmember) were returned, yielding an overall response rate of 78.5 percent. The response rate for member schools was 90 percent. For nonmember schools the rate was 51.6 percent.

Deans were included in the salaries analysis if they reported salary and salary basis data and did not hold the title of acting or interim dean. Three hundred sixty-two member and 87 nonmember schools were included in the deans' salaries analysis, yielding a usable response rate of 81 percent and 45.8 percent, respectively. The list of institutions that provided salary data for the Deans' survey may be found in Appendix A.

RESULTS

A. Description of the Survey Population

1. Institutional Characteristics

Table 1 summarizes the institutional characteristics of member and nonmember respondents. The largest groups of both member and nonmember schools were located in the South, 30.6 percent and 39.8 percent, respectively. Fifty-three percent of member programs were located in public institutions and situated within universities (70.6%). Nonmember programs were almost equally distributed between public (44.9%) and private religious (43.9%); and universities (51%) and four-year colleges (49%).

Almost 87 percent (86.7%) of nonmember respondents described their programs as departments or divisions. In contrast, member programs were nearly equally distributed between autonomous schools or colleges (49%) and departments or divisions (48.8%). Seventy-five member schools (18.7%) were located in academic health centers. One hundred fifty-one member (37.6%) and 40 nonmember (40.8%) schools were classified as Comprehensive I institutions. Carnegie Code classifications and definitions appear in Appendix B.

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Table 1. Institutional Characteristics of Member and Nonmember Respondents.

CHARACTERISTIC	MEMBER NUMBER	(N=402) (%)	NONMEMBER NUMBER	(N=98) (%)	TOTAL NUMBER	(N=500) (%)
Region						
North Atlantic	114	(28.3)	11	(11.2)	125	(25.0)
Midwest	118	(29.4)	31	(31.6)	149	(29.8)
South	123	(30.6)	39	(39.8)	162	(32.4)
West	47	(11.7)	17	(17.4)	64	(12.8)
Type of Institution						
Public	213	(53.0)	44	(44.9)	257	(51.4)
Private Secular	68	(16.9)	11	(11.2)	79	(15.8)
Private Religious	117	(29.1)	43	(43.9)	160	(32.0)
Consortium	4	(1.0)	0	(0.0)	4	(0.8)
Parent Institution						
University	284	(70.6)	50	(51.0)	334	(66.8)
Four-year College	115	(28.6)	48	(49.0)	163	(32.6)
Other	3	(0.8)	0	(0.0)	3	(0.6)
Description of Program						
Autonomous	197	(49.0)	9	(9.2)	206	(41.2)
Department/Division	196	(48.8)	85	(86.7)	281	(56.2)
Freestanding	8	(2.0)	4	(4.1)	12	(2.4)
Other	1	(0.2)	0	(0.0)	1	(0.2)
Part of Academic Health Center						
Yes	75	(18.7)	0	(0.0)	75	(15.0)
No	327	(81.3)	98	(100.0)	425	(85.0)
Carnegie Classification						
Comprehensive I	151	(37.6)	40	(40.8)	191	(38.2)
Comprehensive II	42	(10.4)	22	(22.5)	64	(12.8)
Doctorate-Granting I	26	(6.5)	0	(0.0)	26	(5.2)
Doctorate-Granting II	27	(6.7)	1	(1.0)	28	(5.6)
Liberal Arts I	7	(1.7)	4	(4.1)	11	(2.2)
Liberal Arts II	56	(13.9)	22	(22.5)	78	(15.6)
Research I	39	(9.7)	1	(1.0)	40	(8.0)
Research II	15	(3.7)	0	(0.0)	15	(3.0)
Specialized	28	(7.0)	2	(2.0)	30	(6.0)
Other	4	(1.1)	0	(0.0)	4	(0.8)
No Classification	7	(1.7)	6	(6.1)	13	(2.6)

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2. Deans' Characteristics

The characteristics of the deans from the 500 respondent institutions are presented in Table 2. Forty-seven percent of member respondents reported the title of dean, whereas 60.2 percent of nonmember respondents reported the institutionally determined title of chair. Thirty-four deans (6.8%) held acting or interim appointments. Additional administrative titles were held by 14 percent of respondent deans.

Sixty-six percent (N=266) of member and 48 percent (N=47) of nonmember deans held the rank of professor. Almost 92 percent (N=459) of all deans had doctoral preparation. Doctoral degrees held by deans varied with 51.6 percent holding a Doctor of Philosophy (PhD); 30 percent a Doctor of Education (EdD) or EdD in Nursing; 9.2 percent a Doctor of Nurse Science (DNS), Doctor of Science in Nursing (DSN), Doctor of Nursing (DN), or Doctor of Nursing Science (DNSc); and 1 percent with DPH or DrPH degrees. Nonmember deans held a larger proportion of master's degrees (17.4%) than did member deans (4.2%).

Almost seventy-two percent (71.9%) of member and 59.2 percent of nonmember deans were tenured. Seventy-five percent reported a 12-month salary basis. Ninety-eight percent of deans were female, and the majority were White (93%). Blacks represented the largest minority population (5.4%).

The modal category of number of years in the current deanship (excluding interim and acting deans) was 5.1 - 10 years (N=134; 28.7%). However, 219 deans (47%) spent four years or less in the current deanship. Three hundred seven respondents (65.9%) were in their first position as a dean, while 158 (31.6%) reported holding previous deanships.

B. Deans' Salaries

1. Percentage Increase in Salaries, 1992-93 to 1993-94

Deans were included in the salaries analysis if they reported salary and salary basis data and did not hold the title of acting or interim dean. Three hundred sixty-two member (81%) and 87 nonmember schools (45.8%) were included in the deans' salaries analysis. All salaries were converted to a calendar basis.

The mean salary for member deans (N=362) for 1993-1994 was $75,860, a 4.1 percent increase above the mean salary of $72,902 reported in 1992-1993 (N=344). The median salary for 1993-1994 was $69,520, a percentage increase of 3.7 percent above the median salary of $67,019 for 1992-1993.

For nonmember deans (N=87), the mean salary for 1993-1994 was $56,592, a 7.2 percent increase above the mean salary of $52,792 reported in 1992-1993 (N=114). The 1993-1994 median salary for nonmembers was $55,819, a 6.3 percent increase above the 1992-1993 median salary of $52,500.

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Table 2. Selected Deans' Characteristics of Member and Nonmember Respondents.

CHARACTERISTIC	MEMBER NUMBER	(N=402) (%)	NONMEMBER NUMBER	(N=98) (%)	TOTAL NUMBER	(N=500) (%)
Title						
Dean	189	(47.0)	9	(9.2)	198	(39.6)
Chair	124	(30.9)	59	(60.2)	183	(36.6)
Director	42	(10.5)	18	(18.4)	60	(12.0)
Head	15	(3.7)	5	(5.1)	20	(4.0)
Interim Dean/Chair	11	(2.7)	2	(2.0)	13	(2.6)
Acting Dean/Chair	18	(4.5)	3	(3.1)	21	(4.2)
Other	3	(0.7)	2	(2.0)	5	(1.0)
Additional Administrative Title						
Yes	61	(15.2)	9	(9.2)	70	(14.0)
No	341	(84.8)	89	(90.8)	430	(86.0)
Rank						
Professor	266	(66.2)	47	(48.0)	313	(62.6)
Associate Professor	115	(28.6)	40	(40.8)	155	(31.0)
Assistant Professor	9	(2.2)	8	(8.2)	17	(3.4)
Instructor	1	(0.3)	1	(1.0)	2	(0.4)
No Rank	11	(2.7)	2	(2.0)	13	(2.6)
Highest Degree in Nursing						
Baccalaureate	7	(1.7)	3	(3.1)	10	(2.0)
Master's	246	(61.2)	59	(60.2)	305	(61.0)
DNS, DSN, DNSc, DN	37	(9.2)	9	(9.2)	46	(9.2)
PhD	69	(17.2)	22	(22.4)	91	(18.2)
EdD	41	(10.2)	3	(3.1)	44	(8.8)
Other	2	(0.5)	2	(2.0)	4	(0.8)
Highest Degree Overall						
Master's	17	(4.2)	17	(17.4)	34	(6.8)
DNS, DSN, DNSc, DN	37	(9.2)	9	(9.2)	46	(9.2)
EdD (in nursing)	28	(7.0)	1	(1.0)	29	(5.8)
EdD	100	(24.9)	21	(21.4)	121	(24.2)
PhD	212	(52.7)	46	(47.0)	258	(51.6)
DPH, DrPH	3	(0.8)	2	(2.0)	5	(1.0)
Other	5	(1.2)	2	(2.0)	7	(1.4)
Salary Basis[1]		(N=370)		(N=94)		(N=464)
9 months	22	(5.9)	15	(16.0)	37	(8.0)
10 months	30	(8.1)	19	(20.2)	49	(10.5)
11 months	27	(7.3)	3	(3.2)	30	(6.5)
12 months	291	(78.7)	57	(60.6)	348	(75.0)
Not Reported	(2)				(2)	

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Table 2, continued. Selected Deans' Characteristics of Member and Nonmember Respondents.

CHARACTERISTIC	MEMBER NUMBER	(N=402) (%)	NONMEMBER NUMBER	(N=98) (%)	TOTAL NUMBER	(N=500) (%)
Tenure Status						
Tenured	289	(71.9)	58	(59.2)	347	(69.4)
Not Tenured	68	(16.9)	24	(24.5)	92	(18.4)
No Tenure System	45	(11.2)	16	(16.3)	61	(12.2)
Gender						
Female	393	(97.8)	97	(99.0)	490	(98.0)
Male	9	(2.2)	1	(1.0)	10	(2.0)
Race/Ethnicity						
White	376	(93.5)	89	(90.8)	465	(93.0)
Black	20	(5.0)	7	(7.2)	27	(5.4)
Hispanic	1	(0.3)	2	(2.0)	3	(0.6)
American Indian or Alaskan Native	0	(0.0)	0	(0.0)	0	(0.0)
Asian or Pacific Islander	5	(1.2)	0	(0.0)	5	(1.0)
Years in Current Deanship[1]		(N=372)		(N=94)		(N=466)
6 months or less	31	(8.3)	7	(7.4)	38	(8.2)
6.1 months - 1 year	9	(2.5)	4	(4.3)	13	(2.8)
1.1 - 2 years	47	(12.6)	4	(4.3)	51	(10.9)
2.1 - 3 years	41	(11.0)	18	(19.2)	59	(12.7)
3.1 - 4 years	47	(12.6)	11	(11.7)	58	(12.4)
4.1 - 5 years	32	(8.6)	8	(8.5)	40	(8.6)
5.1 - 10 years	105	(28.3)	29	(30.8)	134	(28.7)
More than 10 years	60	(16.1)	13	(13.8)	73	(15.7)
Respondents in First Deanship[1]		(N=239)		(N=68)		(N=307)
6 months or less	19	(7.9)	6	(8.8)	25	(8.1)
6.1 months - 1 year	8	(3.4)	3	(4.4)	11	(3.6)
1.1 - 2 years	24	(10.0)	2	(2.9)	26	(8.5)
2.1 - 3 years	25	(10.5)	15	(22.1)	40	(13.0)
3.1 - 4 years	31	(13.0)	8	(11.8)	39	(12.7)
4.1 - 5 years	19	(7.9)	7	(10.3)	26	(8.5)
5.1 - 10 years	71	(29.7)	16	(23.5)	87	(28.3)
More than 10 years	42	(17.6)	11	(16.2)	53	(17.3)
Not reported	(1)				(1)	
Respondents Reporting Previous Deanship[1]		(N=132)		(N=26)		(N=158)
6 months or less	1	(0.8)	0	(0.0)	1	(0.6)
6.1 months - 1 year	5	(3.8)	1	(3.8)	6	(3.8)
1.1 - 2 years	11	(8.3)	4	(15.4)	15	(9.5)
2.1 - 3 years	15	(11.4)	1	(3.8)	16	(10.1)
3.1 - 4 years	12	(9.1)	0	(0.0)	12	(7.6)
4.1 - 5 years	14	(10.6)	1	(3.8)	15	(9.5)
5.1 - 10 years	34	(25.7)	11	(42.4)	45	(28.5)
More than 10 years	40	(30.3)	8	(30.8)	48	(30.4)

[1] Excludes interim and acting deans.

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2. Salaries by Years in Current Deanship

Minimum, maximum, mean, and median salaries by number of years in the current deanship are presented in Table 3.

Table 3. Minimum, Maximum, Mean, and Median Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Years in Current Deanship and Membership Status.

YEARS	N	MINIMUM	MAXIMUM	MEAN	MEDIAN
6 months or less					
Member	31	$42,000	$130,000	$67,979	$63,556
Nonmember	6	.	.	57,492	.
Total	37	42,000	130,000	66,278	62,455
6.1 months - 1 year					
Member	9	.	.	81,951	.
Nonmember	4	.	.	51,084	.
Total	13	33,000	110,000	72,453	68,500
1.1 - 2 years					
Member	47	37,079	170,500	75,735	67,000
Nonmember	4	.	.	63,278	.
Total	51	37,079	170,500	74,758	67,000
2.1 - 3 years					
Member	41	44,000	137,137	72,837	66,000
Nonmember	17	31,000	80,500	53,263	52,540
Total	58	31,000	137,137	67,000	61,678
3.1 - 4 years					
Member	46	33,000	118,850	71,302	67,052
Nonmember	9	.	.	61,049	.
Total	55	33,000	118,850	69,624	64,800
4.1 - 5 years					
Member	29	41,715	136,000	80,148	80,000
Nonmember	7	.	.	55,423	.
Total	36	41,715	136,000	75,340	69,500
5.1 - 10 years					
Member	103	37,684	163,000	77,992	68,542
Nonmember	28	34,100	77,288	54,276	54,463
Total	131	34,100	163,000	72,923	65,000
More than 10 years					
Member	56	40,586	143,000	76,337	70,000
Nonmember	12	39,000	74,900	57,086	55,572
Total	68	39,000	143,000	72,940	68,517

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3. Percentile Salaries Stratified by Selected Variables

Percentile salaries for both member and nonmember deans are presented for region, type of institution, parent institution, academic health center, description of program, type of program, number of full-time faculty, degree, title, rank, tenure status, and Carnegie Code classification in Tables 4 through 15.

Table 4. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Region and Membership Status.

REGION	N	10TH	25TH	50TH	75TH	90TH
North Atlantic						
Member	101	$52,000	$57,399	$67,586	$90,760	$105,500
Nonmember	8	.	44,626	57,770	68,217	.
Total	109	51,484	57,200	65,000	89,220	103,500
Midwest						
Member	107	48,940	55,000	68,542	85,000	108,988
Nonmember	28	40,889	47,667	54,497	60,833	70,058
Total	135	47,268	52,730	62,147	80,733	101,700
South						
Member	112	54,321	62,102	70,000	90,018	114,964
Nonmember	35	34,800	46,755	52,000	60,000	69,067
Total	147	48,398	55,609	66,000	85,680	108,520
West						
Member	42	50,600	60,935	70,236	101,769	119,495
Nonmember	16	47,121	60,758	70,944	73,884	79,179
Total	58	51,800	60,919	70,580	85,000	110,482

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Table 5. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Type of Institution and Membership Status.

TYPE OF INSTITUTION	N	10TH	25TH	50TH	75TH	90TH
Public						
Member	190	$58,926	$65,000	$79,738	$96,042	$115,437
Nonmember	41	48,489	53,369	61,478	70,944	76,810
Total	231	55,855	63,513	73,500	91,665	113,046
Private Secular						
Member	59	52,350	57,200	67,000	92,000	124,000
Nonmember	9	.	54,587	56,500	69,715	.
Total	68	52,521	56,625	64,493	89,610	113,938
Private Religious						
Member	109	47,068	50,752	58,048	68,290	89,606
Nonmember	37	34,420	41,989	46,667	54,613	61,309
Total	146	41,500	48,842	55,000	65,368	85,000

Table 6. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by University or Four-Year College and Membership Status.

INSTITUTION	N	10TH	25TH	50TH	75TH	90TH
University						
Member	251	$55,000	$64,220	$79,623	$96,169	$115,729
Nonmember	47	46,983	52,000	60,678	69,667	75,378
Total	298	52,315	61,777	73,493	92,097	113,795
Four-Year College						
Member	108	47,041	52,182	58,000	65,690	77,300
Nonmember	40	34,550	43,034	51,734	59,667	69,844
Total	148	40,996	49,512	57,175	63,791	74,003

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Table 7. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Health Center and Membership Status.

ACADEMIC HEALTH CENTER	N	10TH	25TH	50TH	75TH	90TH
Yes						
Member	68	$86,733	$94,765	$109,294	$121,554	$137,193
Nonmember	0	.	.	.	.	.
Total	68	86,733	94,765	109,294	121,554	137,193
No						
Member	294	49,625	57,000	65,000	79,392	90,012
Nonmember	87	40,823	47,667	55,819	65,431	74,087
Total	381	47,227	54,000	62,342	74,428	88,000

Table 8. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Description of Nursing Program and Membership Status.

DESCRIPTION OF NURSING PROGRAM	N	10TH	25TH	50TH	75TH	90TH
Department/Division						
Member	177	$47,595	$53,037	$59,583	$67,404	$80,948
Nonmember	77	40,112	47,020	54,175	64,650	71,264
Total	254	46,000	51,944	58,575	66,489	77,144
Autonomous						
Member	176	61,940	71,153	89,283	104,925	120,450
Nonmember	7	.	54,300	59,200	74,900	.
Total	183	60,444	70,000	87,461	104,076	119,890
Freestanding						
Member	8	.	67,000	72,700	83,750	.
Nonmember	3	.	.	.	.	.
Total	11	56,887	60,000	70,400	83,970	96,600
Other						
Member	1	.	.	.	.	.
Nonmember	0	.	.	.	.	.
Total	1	.	.	.	.	.

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Table 9. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Program Type and Membership Status.

PROGRAM TYPE	N	10TH	25TH	50TH	75TH	90TH
Baccalaureate Only						
Member	156	$47,700	$53,405	$59,890	$67,800	$80,000
Nonmember	77	40,112	47,580	54,300	63,376	74,084
Total	233	46,000	51,623	58,900	66,470	76,944
Baccalaureate and Master's						
Member	155	54,572	63,758	75,000	91,000	103,066
Nonmember	10	43,394	53,942	61,517	70,088	76,746
Total	165	53,599	62,145	73,000	90,000	102,508
Baccalaureate, Master's, and Doctoral						
Member	49	90,024	99,419	110,000	119,862	135,355
Nonmember	0	.	.	.	.	.
Total	49	90,024	99,419	110,000	119,862	135,355
Graduate Only						
Member	5	.	.	.	.	.
Nonmember	0	.	.	.	.	.
Total	5	.	.	.	.	.

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Table 10. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Number of Full-time Faculty and Membership Status.

NUMBER OF FACULTY	N	10TH	25TH	50TH	75TH	90TH
≤ 10						
Member	110	$47,111	$52,504	$59,380	$65,000	$72,333
Nonmember	56	38,080	47,000	52,716	62,136	71,973
Total	166	44,286	49,981	57,437	64,535	71,517
11 - 20						
Member	118	51,030	57,859	66,145	80,162	90,000
Nonmember	22	46,153	51,909	57,850	67,241	76,572
Total	140	49,590	57,050	65,000	79,750	87,774
21 - 30						
Member	49	65,000	71,807	82,742	95,175	106,000
Nonmember	1	.	.	.	.	.
Total	50	64,820	71,278	82,603	94,762	105,900
31 - 40						
Member	24	64,411	71,684	92,127	105,139	114,603
Nonmember	0	.	.	.	.	.
Total	24	64,411	71,684	92,127	105,139	114,603
41 - 60						
Member	32	84,427	91,625	101,128	115,128	127,000
Nonmember	0	.	.	.	.	.
Total	32	84,427	91,625	101,128	115,128	127,000
> 60						
Member	17	101,265	111,718	121,572	132,985	142,310
Nonmember	0	.	.	.	.	.
Total	17	101,265	111,718	121,572	132,985	142,310

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Table 11. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Highest Degree and Membership Status.

HIGHEST DEGREE	N	10TH	25TH	50TH	75TH	90TH
DNS, DSN, DNSc, or DN						
Member	36	$47,556	$55,004	$67,636	$85,560	$120,131
Nonmember	8	.	46,221	57,250	63,152	.
Total	44	45,061	55,004	60,500	83,385	108,819
EdD (nursing)						
Member	24	50,155	57,925	70,992	92,750	106,388
Nonmember	1	.	.	.	.	.
Total	25	50,446	58,650	69,063	92,500	105,666
EdD						
Member	93	52,400	58,000	67,000	81,373	97,978
Nonmember	20	41,417	49,240	56,366	71,110	79,905
Total	113	49,518	57,121	65,725	79,760	95,120
PhD						
Member	191	52,784	60,200	72,000	92,188	114,783
Nonmember	44	44,917	50,409	56,128	64,823	71,435
Total	235	49,645	57,200	68,500	89,760	110,333
Master's						
Member	11	37,463	46,800	51,000	65,600	112,717
Nonmember	11	34,180	38,622	47,667	49,133	61,718
Total	22	35,274	42,053	48,639	60,537	66,960
Other[1]						
Member	7	.	58,760	94,687	110,000	.
Nonmember	3	.	.	.	.	.
Total	10	52,930	57,820	85,988	107,000	134,930

[1] Includes ND, DPH, and DrPH.

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Table 12. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Title and Membership Status.

TITLE		N	10TH	25TH	50TH	75TH	90TH
Dean							
	Member	181	$62,069	$70,860	$88,000	$104,388	$119,945
	Nonmember	8	.	54,457	55,750	70,300	.
	Total	189	59,160	70,000	87,000	103,138	119,725
Chair							
	Member	122	46,880	51,388	57,979	65,175	79,130
	Nonmember	54	40,623	46,939	52,716	66,489	73,153
	Total	176	43,950	49,512	57,287	65,679	75,676
Director							
	Member	41	53,000	57,437	61,247	67,861	84,665
	Nonmember	18	34,460	48,295	56,128	62,112	71,850
	Total	59	48,889	55,700	60,100	65,431	80,500
Other[1]							
	Member	18	54,872	59,169	65,206	79,512	89,944
	Nonmember	7	.	55,819	60,000	71,000	.
	Total	25	54,488	58,796	63,513	76,418	84,382

[1] Includes the titles of Head and Coordinator.

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Table 13. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Academic Rank and Membership Status.

ACADEMIC RANK	N	10TH	25TH	50TH	75TH	90TH
Professor						
Member	248	$54,905	$63,574	$79,738	$97,286	$115,977
Nonmember	45	46,658	51,972	60,403	69,810	75,855
Total	293	52,000	60,714	73,357	92,033	114,272
Associate Professor						
Member	96	47,497	53,080	58,298	65,456	78,755
Nonmember	35	34,800	45,569	52,540	58,667	71,282
Total	131	43,032	51,610	57,150	64,031	75,452
Assistant Professor						
Member	7	.	42,000	46,800	57,959	.
Nonmember	5	.	.	.	.	.
Total	12	38,735	42,459	46,920	55,752	64,699
No Academic Rank						
Member	11	62,487	65,000	72,000	99,500	112,256
Nonmember	2	.	.	.	.	.
Total	13	60,843	64,500	70,720	89,750	111,692

Table 14. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Tenure Status and Membership Status.

TENURE STATUS	N	10TH	25TH	50TH	75TH	90TH
Tenured						
Member	257	$52,000	$61,285	$75,000	$94,518	$115,532
Nonmember	52	43,037	47,847	58,333	65,179	74,520
Total	309	49,286	58,024	70,000	90,387	110,832
Not Tenured						
Member	61	48,498	54,500	60,100	65,612	87,547
Nonmember	21	39,711	46,877	52,540	68,116	73,378
Total	82	45,112	51,750	60,000	66,489	83,478
No Tenure System						
Member	44	49,713	55,791	64,265	74,525	97,250
Nonmember	14	36,561	48,059	54,237	57,375	73,035
Total	58	47,136	53,308	59,944	72,195	86,000

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Table 15. Percentile Salaries of Deans of Baccalaureate and Higher Degree Programs in Nursing by Carnegie Classification and Membership Status.

CARNEGIE CLASSIFICATION	N	10TH	25TH	50TH	75TH	90TH
Comprehensive I						
Member	133	$53,456	$61,605	$68,500	$79,260	$89,376
Nonmember	37	46,934	52,270	61,000	70,278	75,378
Total	170	52,000	59,480	66,530	75,206	86,936
Comprehensive II						
Member	37	48,880	52,983	58,283	65,412	70,496
Nonmember	18	39,311	47,434	53,438	60,750	68,711
Total	55	42,225	51,610	56,064	65,000	70,000
Doctoral I						
Member	23	61,650	80,500	90,024	100,000	110,000
Nonmember	0	.	.	.	.	.
Total	23	61,650	80,500	90,024	100,000	110,000
Doctoral II						
Member	25	59,200	66,436	80,000	90,375	96,000
Nonmember	1	.	.	.	.	.
Total	26	57,477	64,743	79,926	90,187	96,000
Liberal Arts I						
Member	7	.	53,721	58,760	60,750	.
Nonmember	3	.	.	.	.	.
Total	10	44,668	48,600	57,933	60,337	73,575
Liberal Arts II						
Member	55	41,429	49,000	54,975	59,889	67,969
Nonmember	22	33,330	39,205	47,333	54,475	61,803
Total	77	38,924	47,034	53,000	59,572	65,960
Research I						
Member	32	90,456	105,046	115,145	123,393	141,241
Nonmember	1	.	.	.	.	.
Total	33	84,000	104,538	114,653	122,786	140,655
Research II						
Member	15	77,485	88,000	99,500	109,806	118,000
Nonmember	0	.	.	.	.	.
Total	15	77,485	88,000	99,500	109,806	118,000
Specialized						
Member	26	57,409	81,449	96,565	115,612	132,741
Nonmember	0	.	.	.	.	.
Total	26	57,409	81,449	96,565	115,612	132,741

4. Salaries of Chief Executive Officers in the Same Position Longer Than Five Years

Percentile salaries of the 159 member chief executive officers (CEOs) who have been in the same position for longer than five years are presented in Table 16. CEOs holding the title of dean have higher percentile salaries than those holding the titles of chair, director, head, or coordinator.

5. Comparison of Salaries Over Time

Percentile salaries of member deans from 1978-79 to 1993-94 have continued to increase (Table 17).

6. Adjustment of Salaries for the Consumer Price Index

In order to adjust for increases in the cost of living, salary data for each of the six one-year periods since 1987-1988 were examined to determine the "real" change when the rate of inflation, as measured by the Consumer Price Index - All Urban Consumers (CPI-U), was considered. Salary adjustment was confined to AACN members holding the title of dean (excludes the titles of director, chair, head, coordinator, or other titles) and the rank of professor. In general, salaries for 1988-1989, 1989-1990, 1991-1992, and 1992-1993, in terms of "real" dollars, showed modest increases. However, 1990-1991 experienced a -1.7 percent decrease in buying power and 1987-1988 barely kept pace with inflation (Table 18).

Table 16. Percentile Salaries of Member Chief Executive Officers Continuing in the Same Position for Longer than Five Years by Title.

TITLE	N	10TH	25TH	50TH	75TH	90TH
Dean	84	$62,029	$70,400	$89,283	$106,285	$122,038
Chair, Director, Head, or Coordinator	75	47,378	52,555	59,543	66,291	83,435

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Table 17. Percentile Salaries of Member Deans of Baccalaureate and Higher Degree Programs in Nursing from 1978-79 to 1993-94.

YEAR	N	10TH	25TH	50TH	75TH	90TH
1978-79	171	$24,500	$28,000	$35,700	$41,600	$46,400
1979-80	184	26,300	31,600	38,400	44,500	50,500
1980-81	208	29,200	34,600	40,400	46,900	52,900
1981-82	240	30,100	36,000	42,800	50,500	57,300
1982-83	272	32,100	37,000	44,700	53,000	60,600
1983-84	292	33,500	37,900	45,800	55,000	62,500
1984-85	328	34,600	40,000	47,900	57,900	68,300
1985-86	341	35,700	41,300	49,600	60,200	70,900
1986-87	347	38,000	44,000	52,000	65,300	77,100
1987-88	324	39,800	46,000	56,300	70,300	82,900
1988-89	327	40,603	48,000	58,686	72,000	86,491
1989-90	381	42,750	50,000	60,000	76,125	89,740
1990-91	324	45,886	52,500	63,750	81,000	97,900
1991-92	351	48,750	55,000	66,120	83,000	100,000
1992-93	344	50,000	55,798	67,019	85,501	104,000
1993-94	362	51,215	58,036	69,520	90,000	110,000

Table 18. Percentage Change in Mean Salaries for Members Holding the Title of Dean[1] and Rank of Professor[2] Adjusted for Inflation for Each of the One-Year Periods Since 1987-88.

	INCREASE IN MONETARY SALARY[3]	INCREASE AFTER ADJUSTMENT FOR INFLATION	INCREASE IN CPI-U[4]
1992-1993	4.9	1.9	3.0
1991-1992	4.0	1.0	3.0
1990-1991	3.5	-1.7	4.2
1989-1990	6.7	1.3	5.4
1988-1989	8.0	3.2	4.8
1987-1988	4.3	0.2	4.1

[1] Excludes the title of Director, Chair, Head, Coordinator, or other title.
[2] N=167 (1987-88), N=160 (1988-89), N=154 (1989-90), N=146 (1990-91), N=150 (1991-92), N=149 (1992-93).
[3] Monetary salary is the reported mean annual salary.
[4] CPI-U = **Consumer Price Index - All Urban Consumers**; Source: Bureau of Labor Statistics.

APPENDIX A

List of Institutions That Provided Deans' Salary Data for the 1993-94 Survey

NORTH ATLANTIC REGION

CONNECTICUT
- Fairfield University
- Quinnipiac College
- Sacred Heart University
- St. Joseph College
- University of Connecticut
- University of Hartford
- Western Connecticut State University
- Yale University

DELAWARE
- Delaware State College
- University of Delaware
- Wilmington College

DISTRICT OF COLUMBIA
- Catholic University of America
- Georgetown University
- Howard University

MAINE
- Husson College/Eastern Maine Medical Center
- St. Joseph's College
- University of Maine
- University of Maine-Fort Kent
- University of Southern Maine
- Westbrook College

MASSACHUSETTS
- Boston College
- College of Our Lady of the Elms
- Curry College
- Framingham State College
- Massachusetts College of Pharmacy/ Allied Health Sciences
- MGH Institute of Health Professions
- Northeastern University
- Regis College
- Salem State College
- University of Massachusetts-Amherst
- University of Massachusetts-Boston
- University of Massachusetts-Dartmouth
- University of Massachusetts-Lowell

MASSACHUSETTS, CONTINUED
- University of Massachusetts Medical Center

NEW HAMPSHIRE
- Colby-Sawyer College
- Saint Anselm College
- University of New Hampshire

NEW JERSEY
- Bloomfield College
- College of St. Elizabeth
- Fairleigh Dickinson University
- Felician College
- Jersey City State College
- Kean College of New Jersey
- Monmouth College
- Rutgers, The State University of New Jersey
- Rutgers, The State University of New Jersey-Camden
- Saint Peter's College
- Seton Hall University
- Thomas Edison State College
- Trenton State College
- University of Medicine & Dentistry of New Jersey
- William Paterson College

NEW YORK
- Adelphi University
- Binghamton University
- City College of CUNY
- College of Mount Saint Vincent
- College of New Rochelle
- Columbia University Teachers College
- D'Youville College
- Daemen College
- Dominican College of Blauvelt
- Elmira College
- Hunter College of CUNY
- Keuka College
- Long Island University
- Molloy College
- New York University
- Niagara University

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NEW YORK, CONTINUED

Pace University
Roberts Wesleyan College
Russell Sage College
St. John Fisher College
SUNY College at Brockport
SUNY College at Plattsburgh
SUNY Health Science Center/Brooklyn
SUNY Health Science Center/Syracuse
SUNY Institute of Technology at Utica/Rome
SUNY/Buffalo
SUNY/College at New Paltz
SUNY/Stony Brook
Syracuse University
University of the State of New York
University of Rochester
Wagner College

PENNSYLVANIA

Allentown College
Bloomsburg University
California University of Pennsylvania
Cedar Crest College
College Misericordia
East Stroudsburg University
Eastern College
Edinboro University of Pennsylvania
Gannon University
Gwynedd-Mercy College
Hahnemann University
Immaculata College
La Salle University
Lycoming College
Mansfield University
Marywood College
Messiah College
Millersville University
Neumann College
Pennsylvania State University
Saint Francis College
Slippery Rock University
Temple University
Thiel College
Thomas Jefferson University
University of Pennsylvania
University of Pittsburgh
University of Scranton
Waynesburg College
Widener University
Wilkes University
York College of Pennsylvania

RHODE ISLAND

Rhode Island College
University of Rhode Island

VERMONT

University of Vermont

MIDWESTERN REGION

ILLINOIS

Aurora University
Barat College & University of Health Sciences
Bradley University
Chicago State University
Concordia-West Suburban College of Nursing
Culver Stockton-Blessing Rieman College of Nursing
DePaul University
Elmhurst College
Governors State University
Illinois Benedictine College
Illinois Wesleyan University
Lewis University
Loyola University of Chicago
MacMurray College
McKendree College
Millikin University
North Park College
Northern Illinois University
Rockford College
Rush University
Saint Anthony College of Nursing
Sangamon State University
Southern Illinois University
St. Francis Medical Center
St. Joseph College of Nursing
St. Xavier University
Trinity Christian College
University of Illinois at Chicago

INDIANA

Anderson University
Ball State University
Bethel College of Indiana
Goshen College
Indiana State University
Indiana University
Indiana University-Purdue University
Indiana Wesleyan University

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INDIANA, CONTINUED

- Marian College
- Purdue University
- Purdue University-Calumet Campus
- Saint Francis College
- Saint Mary's College
- The University of Indianapolis
- University of Evansville
- University of Southern Indiana
- Valparaiso University

IOWA

- Allen College of Nursing
- Briar Cliff College
- Coe College
- Drake University
- Grand View College
- Luther College
- Mount Mercy College
- Teikyo Marycrest College
- University of Iowa

KANSAS

- Baker University
- Bethel College of Kansas
- Emporia State University
- Fort Hays State University
- Kansas Newman College
- Kansas Wesleyan University
- St. Mary College
- The University of Kansas

MICHIGAN

- Eastern Michigan University
- Ferris State University
- Grand Valley State University
- Hope/Calvin Colleges
- Lake Superior State University
- Madonna University
- Michigan State University
- Northern Michigan University
- Oakland University
- Saginaw Valley State University
- University of Detroit Mercy
- University of Michigan
- Wayne State University

MINNESOTA

- Augsburg College
- Bimidji State University
- College of St. Benedict
- Mankato State University
- Minnesota Intercollegiate Nursing Consortium

MINNESOTA, CONTINUED

- Moorhead State University
- The College of St. Catherine
- The College of St. Scholastica
- University of Minnesota

MISSOURI

- Avila College
- Central Methodist College
- Deaconess College of Nursing
- Graceland College
- Hannibal-LaGrange College
- Missouri Western State College
- Research College of Nursing
- Saint Louis University
- Southeast Missouri State University
- Southwest Missouri State University
- University of Missouri-Columbia
- University of Missouri-Kansas City
- University of Missouri-St. Louis
- Webster University
- William Jewell College

NEBRASKA

- Creighton University
- Midland Lutheran College
- University of Nebraska Medical Center

NORTH DAKOTA

- Jamestown College
- Medcenter One College of Nursing
- Minot State University
- Tri-College University
- University of Mary
- University of North Dakota

OHIO

- Ashland University
- Capital University
- Cedarville College
- Cleveland State University
- College of Mount St. Joseph
- Franciscan University of Steubenville
- Franklin University
- Kent State University
- Lourdes College
- Malone College
- Medical College of Ohio
- Miami University
- Ohio State University
- Ohio University
- Ohio Wesleyan University
- University of Akron

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OHIO, CONTINUED

University of Cincinnati
Ursuline College
Walsh University
Wright State University
Xavier University
Youngstown State University

SOUTH DAKOTA

Augustana College
South Dakota State University

WISCONSIN

Alverno College
Bellin College of Nursing
Cardinal Stritch College
Columbia College of Nursing
Concordia University Wisconsin
Edgewood College
Marian College of Fond du Lac
Marquette University
University of Wisconsin-Eau Claire
University of Wisconsin-Green Bay
University of Wisconsin-Madison
University of Wisconsin-Milwaukee
University of Wisconsin-Oshkosh
Viterbo College

SOUTHERN REGION

ALABAMA

Auburn University
Auburn University at Montgomery
Jacksonville State University
Oakwood College
Troy State University
Tuskegee University
The University of Alabama
University of Alabama at Birmingham
University of Alabama-Huntsville
University of South Alabama

ARKANSAS

Arkansas State University
Arkansas Tech University
Harding University
Henderson State University
University of Arkansas for Medical Sciences
University of Central Arkansas

FLORIDA

Barry University
Bethune-Cookman College
Florida A & M University
Florida Atlantic University

FLORIDA, CONTINUED

Florida State University
Jacksonville University
Pensacola Christian College
University of Central Florida
University of Florida
University of Miami
University of North Florida
University of South Florida
University of Tampa

GEORGIA

Albany State College
Armstrong State College
Brenau University
Clayton State College
Emory University
Georgia College
Georgia Southern University
Georgia Southwestern College
Georgia State University
Kennesaw State College
Medical College of Georgia
North Georgia College
Valdosta State College

KENTUCKY

Bellarmine College
Berea College
Kentucky Wesleyan College
Morehead State University
Murray State University
Northern Kentucky University
Spalding University
University of Kentucky
University of Louisville
Western Kentucky University

LOUISIANA

Louisiana College
Louisiana State University Medical Center
Loyola University of New Orleans
McNeese State University
Nicholls State University
Northeast Louisiana University
Our Lady of Holy Cross College
Southeastern Louisiana University
University of Southwestern Louisiana

MARYLAND

College of Notre Dame of Maryland
Coppin State College
Johns Hopkins University
Salisbury State University

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MARYLAND, CONTINUED

- Towson State University
- University of Maryland-Baltimore
- USUHS Graduate School of Nursing

MISSISSIPPI

- Alcorn State University
- Mississippi College
- Mississippi University for Women
- University of Southern Mississippi
- University of Mississippi

NORTH CAROLINA

- East Carolina University
- Gardner-Webb College
- Lenoir-Rhyne College
- North Carolina A&T State University
- Pembroke State University
- Queens College
- University of North Carolina-Chapel Hill
- University of North Carolina-Greensboro
- University of North Carolina-Wilmington
- Wingate College
- Winston-Salem State University

OKLAHOMA

- Langston University
- Northeastern State University
- Northwestern Oklahoma State University
- Oklahoma City University
- Oral Roberts University
- Southern Nazarene University
- Southwestern Oklahoma State University
- The University of Tulsa
- University of Central Oklahoma
- University of Oklahoma

PUERTO RICO

- University of Puerto Rico-Mayaguez

SOUTH CAROLINA

- Clemson University
- Lander College
- Medical University of South Carolina
- South Carolina State College
- University of South Carolina
- University of South Carolina at Aiken
- University of South Carolina-Spartanburg

TENNESSEE

- Austin Peay State University
- Carson-Newman College
- East Tennessee State University
- Memphis State University
- Middle Tennessee State University
- Southern College of Seventh Day Adventists

TENNESSEE, CONTINUED

- Tennessee State University
- Tennessee Technological University
- Union University
- University of Tennessee-Chattanooga
- University of Tennessee-Knoxville
- University of Tennessee at Martin
- University of Tennessee-Memphis
- Vanderbilt University

TEXAS

- Angelo State University
- Baylor University
- East Texas Baptist University
- Houston Baptist University
- Lamar University
- Midwestern State University
- Prairie View A & M University
- Southwestern Adventist College
- Texas Christian University
- Texas Tech University Health Science Center
- Texas Woman's University
- University of Mary Hardin-Baylor
- University of Texas Health Science Center-Houston
- University of Texas Health Science Center-San Antonio
- University of Texas-Arlington
- University of Texas-Austin
- University of Texas-El Paso
- University of Texas-Galveston
- University of Texas-Pan American
- University of Texas-Tyler
- West Texas State University

VIRGIN ISLANDS

- University of the Virgin Islands

VIRGINIA

- Christopher Newport University
- Clinch Valley College
- Eastern Mennonite College
- George Mason University
- James Madison University
- Liberty University
- Lynchburg College
- Norfolk State University
- Old Dominion University
- Radford University
- Shenandoah University
- University of Virginia
- Virginia Commonwealth University

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WEST VIRGINIA
- Alderson-Broaddus College
- Marshall University
- University of Charleston
- West Virginia University
- Wheeling Jesuit College

WESTERN REGION

ALASKA
- University of Alaska Anchorage

ARIZONA
- Arizona State University
- Grand Canyon University
- Northern Arizona University
- University of Arizona
- University of Phoenix

CALIFORNIA
- Azusa Pacific University
- California State University-Bakersfield
- California State University-Chico
- California State University-Dominguez Hills
- California State University-Fresno
- California State University-Fullerton
- California State University-Hayward
- California State University-Long Beach
- California State University-Los Angeles
- California State University-Northridge
- California State University-Sacramento
- California State University-Stanislaus
- Dominican College of San Rafael
- Humboldt State University
- Loma Linda University
- Mt. St. Mary's College
- Point Loma Nazarene College
- Samuel Merritt-Saint Mary's Intercollegiate Nursing Program
- San Diego State University
- San Francisco State University
- San Jose State University
- Sonoma State University
- University of California-Los Angeles
- University of California-San Francisco
- University of San Diego
- University of San Francisco
- University of Southern California

COLORADO
- Metropolitan State College
- University of Colorado Health Science Center

Colorado, CONTINUED
- University of Northern Colorado
- University of Southern Colorado

GUAM
- University of Guam

HAWAII
- Hawaii Pacific University
- University of Hawaii at Manoa

IDAHO
- Boise State University
- Idaho State University
- Lewis-Clark State College

MONTANA
- Montana State University
- Northern Montana College

NEVADA
- University of Nevada-Las Vegas
- University of Nevada-Reno

NEW MEXICO
- New Mexico State University
- University of New Mexico

OREGON
- Linfield College
- Oregon Health Sciences University
- University of Portland

UTAH
- Brigham Young University
- University of Utah
- Weber State University
- Westminster College

WASHINGTON
- Gonzaga University
- Intercollegiate Center for Nursing Education
- Pacific Lutheran University
- Saint Martin's College
- Seattle University
- University of Washington

WYOMING
- University of Wyoming

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APPENDIX B

Carnegie Classification Definitions

Comprehensive Universities and Colleges I: These institutions offer baccalaureate programs and, with few exceptions, graduate education through the masters degree. More than half of their baccalaureate degrees are awarded in two or more occupational or professional disciplines such as engineering or business administration. All of the institutions in this group enroll at least 2,500 students.

Comprehensive Universities and Colleges II: These institutions award more than half of their baccalaureate degrees in two or more occupational or professional disciplines, such as engineering or business administration, and many also offer graduate education through the masters degree. All of the colleges and universities in this group enroll between 1,500 and 2,500 students.

Doctorate-Granting Universities I: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award at least 40 Ph.D. degrees annually in five or more academic disciplines.

Doctorate-Granting Universities II: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award annually 20 or more Ph.D. degrees in at least one discipline or 10 or more Ph.D. degrees in three or more disciplines.

Liberal Arts Colleges I: These highly selective institutions are primarily undergraduate colleges that award more than half of their baccalaureate degrees in arts and science fields.

Liberal Arts Colleges II: These institutions are primarily undergraduate colleges that are less selective and award more than half of their degrees in liberal arts fields. This category also includes a group of colleges that award less than half of their degrees in liberal arts fields but, with fewer than 1,500 students, are too small to be considered comprehensive.

Research Universities I: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually at least $33.5 million in federal support and award at least 50 Ph.D. degrees each year.

Research Universities II: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually between $12.5 million and $33.5 million in federal support for research and development and award at least 50 Ph.D. degrees each year.

Professional Schools and Other Specialized Institutions: These institutions offer degrees ranging from the bachelor's to the doctorate. At least 50 percent of the degrees awarded by these institutions are in a single specialized field.

Two-Year Community, Junior and Technical Colleges: These institutions offer certificate or degree programs through the Associate of Arts level and, with few exceptions, offer no baccalaureate degrees.

Source: The Carnegie Foundation for the Advancement of Teaching, *A Classification of Institutions of Higher Education, 1987 Edition*, 1987, Princeton University Press, Lawrenceville, New Jersey.

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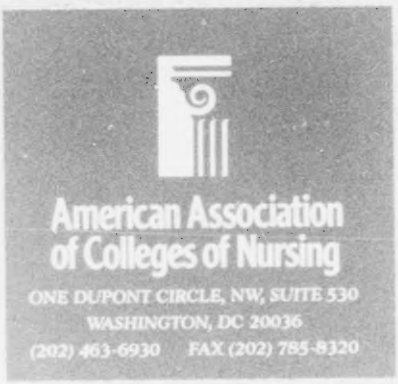
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